

business and industrial coordinating council



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WHAT IS BICC?

BICC is an organization which is a unique blend of businessmen and concerned community representatives from the greater Newark area. Its Executive Board is structured so that each of its committees has a representative from business and the community working together. There are a total of 200 companies, 50 community groups and 800 individuals who have some affiliation with BICC. There presently is a staff of 10 whose administrative costs are funded by the Greater Newark Chamber of Commerce and whose projects are funded by the Federal Government, foundations, and other private sources. This year's budget is \$190,300 of which the Chamber is contributing \$58,000.

MAIN ACTIVITIES OF BICC

The BICC was created in 1963 to develop jobs and provide training for disadvantaged and unemployed people of Newark. It has also functioned as an open forum at which business and community leaders could discuss their mutual problems. Many job opportunities for minorities have been developed directly and through the Urban League, and approximately \$4 million in Federal funds has been brought into Newark by BICC for special training programs.

BICC DURING THE PAST YEAR

During the past year, BICC has operated as an informal placement agency handling almost 1,000 Newark area people. Some 458 individuals were referred for employment and 103 were hired. In addition, some 114 were accepted for training opportunities. BICC has also provided a unique counselling service for the "very hard core" unemployed utilizing a computer match plan now in a testing stage with the U. S. Government and Adaptive Systems Inc. of Clifton, N.J. Under this innovative system, which takes about 2½ hours per applicant, individual's likes, dislikes, accomplishments, etc. are matched with specific jobs or slots in job training programs. In addition, BICC continues to sponsor special training classes in clerical skills with major Newark companies. Many of these classes are "after hours" and involve no pay or allowance to the students, all of whom have been promised jobs by BICC if they successfully complete the programs. We continue to find success in placing these graduates because they are computer matched before they start and there is a specific job waiting for them upon graduation.

Also, during this year, BICC has created a "task force" to look at affirmative action programs of major Newark businesses. Within the 12 months of this study, 30 companies will have the benefit of in-depth sessions designed to help them deal successfully with minority applicants and employees. Preliminary statistics have indicated that over the past 5 years most BICC member companies have more than doubled their minority representation.

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-2-

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BICC has also introduced an innovative industrial arts program into the curriculum of the Newark School System. It has assisted in improving conditions at the College of Medicine & Dentistry of N.J. and Martland Hospital, and has started 3 ambulance squads in the center City. In addition, BICC executives have assisted numerous other organizations and projects including King Memorial Day Care Center, UCC, Urban Coalition, YM-YWCA, Mayor's Task Force on Economic Development, Mayor's Task Force on Education, etc. BICC has also provided a climate for better understanding of current problems including the hospital issue and the teacher's strike.

WHAT BICC WILL DO IN 1972

In 1972, at the present level of funding, it is expected that the following activities will occur:

1. Through the "Store Front Employment Center" 5,000 disadvantaged individuals will be counselled and jobs found for at least 1,000.
2. Between 200 and 400 individuals will receive special "satellite" training at member companies with guaranteed employment.
3. BICC will receive approval to operate a special clerical training program for 180 individuals with U. S. Department of Labor funds obtained through the N.J. Department of Conservation and Economic Development.
4. BICC will continue "Task Force" activities, examining affirmative action programs and opportunities in major businesses.
5. Utilizing its monthly open forum, BICC will continue to encourage useful communication between business and community people. It will also use the forum to encourage organizations mandated to help the City to explain their programs, goals and accomplishments, such as the Mayor's Task Force on Education.
6. Continue to provide special help and guidance to others endeavoring to better the Newark business and social climate.

FUNDING CONSIDERATIONS

Questions are sometimes raised by businessmen as to whether independent organizations associated with social change such as BICC, Greater Newark Urban Coalition and the Urban League of Essex County, should be amalgamated for further economy, should be funded by the United Community Fund, or should be supported at all by the business community. We feel, first of all, that a certain amount of competition among social agencies is healthy in the same manner that in Newark there is more than one bank, insurance company, department store, etc. We further feel that discussions with representatives of the Coalition and the Urban League show clearly that each is concentrating on different aspects of the many problems facing our City. Even if they were similar, logical arguments can be developed for our continuing to function until the very serious difficulties of Newark show signs of abatement. BICC concentrates on employment and training and a

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-3-

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public forum. The Urban League concentrates more on social issues such as education, health, housing, etc. Its employment arm now is a relatively small portion of its budget. The Urban Coalition is not a programmatic agency as is BICC and the Urban League. It concentrates on getting others to adopt programs for meaningful social change and on trying to resolve relevant, timely issues. We feel that an organization like BICC working primarily with employment problems should continue to receive funds outside United Community Fund whose member agencies appear to be more mandated toward resolution of social and economic problems rather than finding jobs and training people for work. Regarding the relevancy of BICC vs others, we feel that in these difficult times, the energy and expertise of BICC is sorely needed to continue to combat the many problems in finding jobs, educating youngsters, training and upgrading, and in obtaining better communications with all the people in our City. Funds provided for administration of BICC by the Chamber allow it to obtain substantially greater funds for specific programs from agencies such as Schumann Foundation and Victoria Foundation and from the U. S. Government.

BICC is now funded by the Chamber at the rate of \$58,000 per year through 3/31/72. We would like to suggest that the Chamber refund BICC for the last three quarters of 1972 at an annual rate of \$75,000 for a total of \$70,750 in the new calendar year. The additional \$4,250 per quarter will allow for increased operating expenses and a portion of the overhead of the new Store Front Employment Center.

	Present Annual Budget	Proposed Budget (for Administration)
Salaries	\$ 43,500	\$ 47,000
Rent	4,500	8,000
Other	10,000	20,000
	\$ 58,000	\$ 75,000